# Support Gender and Sexual Minorities (formerly LGBTI+) in Foreign Affairs



Project Title	Support Gender and Sexual Minorities (formerly LGBTI+) in Foreign Affairs
-	Engage with stakeholders across USAID to help improve the recruitment, retention and promotion of gender and sexual minorities (GSM, formerly "LGBTI+"). Work directly with the employee resource group Gender and Sexual Minorities at USAID (GSM@AID) to help improve diversity and inclusion.
Country	United States

### **Project Description**

USAID is the world's premier international development agency and a catalytic actor driving development results. USAID's work advances U.S. national security and economic prosperity, demonstrates American generosity, and promotes a path to recipient self-reliance and resilience.

Gender & Sexual Minorities at USAID (GSM@AID) is an employee resource group (ERG) dedicated to ensuring a space for employees of USAID to communicate with their peers, share events and opportunities, and engage within the gender & sexual minority community at USAID and their allies. GSM@AID is committed to improving the recruitment, retention and promotion of LGBTI+ individuals at USAID, with special emphasis on local employees in overseas diplomatic missions.

The selected individual will drive improvements to recruitment of gender and sexual minorities, clarify and document procedures for efficient and fair management of GSM staff, assess and address gaps in existing training materials around GSM topics, and ensure the sustainability of efforts by creating broad support for GSM initiatives.

Exact duties & deliverables are subject to negotiation upon selection. They may include

- Generating recruitment materials
- Hosting virtual outreach events
- Socializing policy changes with bureaus, offices and missions
- Developing standard operating procedures for various bureaus and offices
- Assessing gaps in current diversity training content
- Developing materials to address current training gaps
- Supporting the efforts of the Gender and Sexual Minorities employee resource group

## **Required Skills or Interests**

#### Skill(s)

Analytical writing

Cultural diplomacy

Data analysis

Editing and proofreading

Educational design

Graphic design

Infographic design

Research

Writing

### **Additional Information**

None

## **Language Requirements**

None